



The thursday report

Concordia University, Montreal

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Capital Campaign at halfway mark

Concordia's five-year Capital Campaign has just passed the half-way mark in its goal to raise \$25 million. Campaign officials report that \$13 million has been collected since the fund drive was launched two and half years ago. (The campaign ends in March 1988).

During the past six months, emphasis has been placed on the campaign's four internal University divisions -- undergraduate students, graduate students, non-academic staff and faculty members.

Last June the board of directors of the Concordia University Students' Association (CUSA) voted to levy a voluntary fee of one dollar per credit on every student during the five-year period beginning this fall. The undergraduate students' donation will be used as a designated gift to fund a specific part of the project.

The contribution has been set at \$6 for a full course, or \$24 per year for the average full-time student. Since the fee is voluntary, students who do not wish to contribute may request a refund during student orientation or at CUSA's offices.

The CUSA contribution adds to the momentum

generated by a similar commitment made earlier in the year by the Graduate Students' Association. Effective this September, graduate students will pay an extra \$7.50 annually in student fees.

The Campaign's faculty and non-teaching staff divisions have also been active. As of August 1, gifts and pledges from non-academic staff totalled \$172,260 representing a participation rate of 39%. Non-teaching staff representative Roslyn Muer directly attributes about \$37,500 of that amount to better canvassing methods adopted after a canvasser training session attended by about 60 volunteers in the spring.

"Staff performance so far has been terrific," she says, "but we're still aiming at 100% participation. I'd like to offer my grateful thanks to all co-ordinators and canvassers, with special thanks to Alex Sproule (Guidance Services) and Benito Citton (Physical Plant). Both have achieved a fantastic 90% response to their canvassing assignment," Muer says.

(See "Campaign" on page 8)

Action taken on Athletics report

By Barbara Verity

Steps are being taken by the University to implement the athletics report released this spring by the Concordia Council on Student Life. An implementation committee has begun meeting and an independent consultant is being hired, reports Graham Martin, Vice-Rector, Services.

"I support the overall direction of the report and would like to see it implemented as expediently, effectively and sensitively as possible," Martin said in a recent interview with *The Thursday Report*. The athletics report will be submitted for approval to the Board of Governors - likely at its September meeting.

The report, written by the Committee on the Role of

Athletics, which was formed by the Concordia Council on Student Life, calls for a major overhaul of Concordia's Athletics Department.

The budget and policy of the department are determined by the Council on Student Life, while the Vice-Rector, Services, is in charge of administering both.

The major recommendations of the report are that varsity and intramural sports be given equal emphasis; that an affirmative action hiring plan be carried out for women; that better sports facilities be developed at both campuses - particularly downtown; that the department be restructured; and that services be provided to meet student needs. Minor revisions have been made by the council to the original report. However, the major recommendations remain intact.

Although the general thrust of the report is clear the details of implementing it still have to be determined.

"Where you get into the nitty
(See "Athletics" on page 2)



More than 140 children took part in music lessons and concerts during August's Suzuki Week at Concordia University.

Tiny tots take to music lessons

By Simon Twiston Davies and
Barbara Verity

The classroom has three rows of youngsters, all intently watching the teacher, then mimicking her in unison on their violins. The sound isn't bad — far better than if I were to pick up a violin. Eyes are serious and all-absorbing. The smallest performer is barely taller than the bow she is drawing quite skillfully across the strings. Others are a bit taller.

The scene was part of this year's 7th annual Montreal Suzuki Institute week held in August for the second year in succession on the west end campus of Concordia University. Over 140 children, accompanied by their parents, took part in lessons and concerts; panel discussions and films were available for parents. Some attended from

as far away as Florida.

The Institute has been invited by Concordia to hold sessions here because, as Music Chairman Christopher Jackson says, "We're helping create a young audience and a crop of musicians for the future. We feel it's an important investment in the future."

Eric Madsen, the Director of the Institute, says, "We try to make playing music as natural as walking. The most important thing is to get the children to listen. They listen to other children playing; they listen to recordings of what they are going to learn and they just listen to all kinds of music — symphonies, Duke Ellington, folk songs."

Walter Raschkowan, one of the 19 teachers, emphasizes that environment is the primary influence on the young child. "Kids learn to
(See "Music" on page 2)

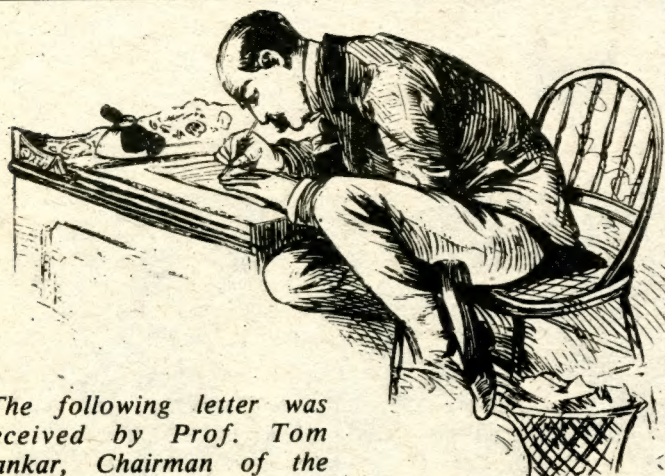
Concordia University
has a new phone number
now that Bell's Centrex
111 system is in place.
The main number is
848-2424.

TODAY

The Air India plane disaster touched the Concordia community deeply. The tragedy was remembered at a special service in June. Pages 6 and 7.

Many part-time teachers feel bitter about their status at the University, but the administration responds that tight budgets prevent improvements. Page 5.

LETTERS TO THE EDITOR



(The following letter was received by Prof. Tom Sankar, Chairman of the Mechanical Engineering Department).

Dear Professor Sankar,

I have recently received my Ph.D. in Mechanical Engineering at Massachusetts Institute of Technology (February 1985) upon submission of a thesis entitled "Colloidal Fouling of Reverse Osmosis Membranes," and presently working as a post-doctoral research associate on a project related to electro-osmotic dewatering of soils and its effect on consolidation. I am also looking forward to start my new job as Assistant Professor in the Department of Mechanical Engineering and Material Science at Rice University in Houston, Texas, in September of 1985.

I am writing this letter to show my appreciation for the excellent education that I have received as an undergraduate in your department at Concor-

dia University. This education, which is of very high caliber, was most beneficial for my further continuation towards a successful academic career that led to an M.S.M.E. (1979, University of Massachusetts at Amherst), and a Ph.D. (1985, M.I.T.).

Please send my regards to professors W. Habashi, S. Sankar, and the rest of the members of the Mechanical Engineering faculty at Concordia. Should any of you be visiting Houston after September please do not hesitate to contact me.

I thank you all again and remain

Sincerely yours,
Ruben D. Cohen
Post-Doctoral Research
Associate, M.I.T.

(The following letter was sent to sports columnist Tim Burke of The Gazette.)

Dear Tim

As an alumnus of Loyola

College, and as Chairman of the Alumni Division of Concordia's Capital Campaign, I would like to clarify some of the statements made in your recent column about Concordia. Contrary to what you wrote, alumni of Concordia (Loyola, Sir George Williams and Concordia) have supported this drive in record numbers, and the list of participants is growing daily. I am convinced that the alumni share of the campaign objective will be surpassed.

Most of us now associated with this institution, whether we went to Loyola or Sir George, marvel at the fact that it educates 15% of Quebec's university students on 10% of the province's education budget or that, as one of Canada's largest universities with over 25,000 full and part-time students, it has to do its work the hard way in some seventy-two buildings, rented, or owned, but scattered over two campuses 6 kms apart.

Nonetheless, Concordia fills the bill at both ends of the spectrum. It produces Rhodes Scholarship winners, and has outstanding researchers. The traditional services of its founding institutions, such as programmes for senior citizens, services for the handicapped, and many other benefits too numerous to mention, are also part of its accomplishments.

I hope that this note is helpful because the only thing lacking at Concordia is a broader recognition of its excellence and service to the community. A growing number of alumni realize this.

Sincerely

Peter A. Howlett

Letters

The Thursday Report will be condensed by the editor. All letters must be signed. To assure enough space for all letters, however, they must be no longer than 500 words. Any submissions longer than that

The deadline is 3 p.m. the Monday before publication.

(The following editorial was published in The Gazette on August 9.)

The cause of urban conservation is getting a bit carried away in downtown Montreal.

Tenants of the Royal George Apartments on Bishop St. are in conflict with their landlord, Concordia University. The university wants to tear down their nine-storey building in order to build a library on the land and on adjacent property. In June, however, the tenants convinced Montreal's executive committee that the building should remain intact (using mostly federal money to rehabilitate it and turn it into a residential co-operative). Municipally appointed arbitrators will make a final decision this month.

It's hard not to sympathize with the landlord on this one.

Several years ago Quebec's Cultural Affairs Ministry declared that the facade of glazed-terracotta tiles was of cultural merit and could not be demolished (though the ministry did not extend this protection to the rest of the building, which is strictly banal). Concordia, then, seeks to integrate this facade as the library's centrepiece. Thus, the facade is in no jeopardy.

What is at issue is whether the public interest is better served by providing housing for about 100 people (in 35 proposed apartments) or by building the best possible library for 30,000 students.

Concordia clearly needs a first-rate library; its books are now scattered in five downtown sites. Keeping the Royal George would force the library into an awkward configuration (it would have to border the Royal George on three sides), hindering access to books and impeding construction of underground parking.

Fragmented as it is, Concordia has enough identity problems without private homes (occupied by people with no tie to the university) sticking like a sore thumb into the middle of its key facility.

What's more, few tenants are going to lose their homes. Only seven of the building's 50 present units are occupied, and the university has generously offered to pay moving costs for those who remain.

The tenants argue that City Hall should encourage people to live downtown. It is right.

But there are numerous other sites available for housing. Meanwhile it is indisputable that the Royal George's block, located next to Concordia's other main downtown facility, is the best site for tens of thousands of students.

Athletics

(Continued from page 1)

gritty, you get into problems. It may take six months to a year to work out. But it will be done as soon as possible. Change without trauma always takes time," Martin said.

In charge of working out these details is the implementation committee, which consists of two representatives named by the Concordia University Students' Association and two by the Council on Student Life. The chairman is Graham Martin. The committee is studying how to carry out the more sensitive recommendations in the report, such as restructuring the department.

A consultant, independent of the University and experienced in bringing about

change, is being hired to help implement the report. Authorization to hire the consultant was given the University by the Council on Student Life.

Hiring more women in the Athletics Department is a priority, Martin says. "At present there are unfortunately no women at the professional or higher levels in the department." With one resignation having come in recently in the department, part of the budget has been freed for new hiring. Mike Hickey, head coach of the women's basketball team for the past 10 years, resigned in early August to take a similar post at Ryerson Polytechnic Institute.

Commenting on other aspects of the report, Martin said that the profile of intramural sports needs to be raised. He pointed out that

more intramural sports are available than is widely realized. For instance, few people know that the department has 50 part-time coaches. However, the mix of varsity and intramural sports needs to be equalized, he added.

The initial recommendation in the report that the athletics budget be divided evenly between intramural and varsity sports has been changed by the Council on Student Life. Since varsity sports are more costly than intramurals, between 60 and 70% of the budget will go for varsity sports rather than the 50% originally called for by the report.

The report also urges that sports facilities be improved at both campuses. However, Martin underlines the problems of finding new facilities and of funding them. The lack is particularly acute at the downtown campus.

Music

(Continued from page 1)

speak from listening to language. In the same way, we try to create an environment for the children where they can listen to music and pick up from that."

Another aspect of the "Suzuki method" is the heavy involvement by parents. "They are the role model for the child, and the parent has to be able to be the home teacher six days a week," says Madsen.

What if you are a tone deaf parent who can't even get a clear note on a piano — but would like your eldest boy to play like Horowitz?

No problem, says Madsen. "That is probably the best situation. Then you would be learning with your child. The

parents aren't even expected to play as well as their children. Just be ready to be part of the musical environment. Yes, practice the instrument with the child but you need only learn the rudiments, at least for the very young."

And when the budding virtuoso grows older, you are expected to go with him to the Suzuki classes — but only to be supportive and enthusiastic.

Although the "Suzuki method" was developed by Shinichi Suzuki in the 1920s, it wasn't until the '60s that the method of teaching the tiniest of tots to play just about any instrument was truly launched in Europe and North America. Today, more than 100,000 teachers and students follow the tenets laid down by Suzuki, who still lives in Japan.

New directorate formed

Several staff changes have occurred during the summer at Concordia University.

Gary Richards, Executive Director of the Concordia Alumni Association, has been named Interim Director of the new Public Affairs Directorate formed Aug. 1 by Monique Jérôme-Forget, Vice-Rector Institutional Relations and Finance. The directorate brings together the departments of Alumni, Capital Campaign, Development and Public Relations.

In other news, Libby Gardham has been named Administrator of the Simone de Beauvoir Institute, following the resignation of its Principal, Elizabeth Sacca, earlier in the summer. The trustee of



Monique Jérôme-Forget,
Vice-Rector, Institutional
Relations and Finance

the institute, Gail Valaskakis, who is also a Vice-Dean in the Arts and Science Faculty, will be setting up a search committee for a new Principal this autumn.

Dianna Sofios, Training Manager in the Human Resources Department, has been appointed Director, Executive Education, at the Concordia Centre for Management Studies, and Paul Hrasko has been promoted to Supervisor, Technical Operations, in the Audio Visual Department, west end campus.

Alice Duquet, former Secretary to Michael Sheldon, who is now the Special Assistant to the Vice-Rector, Services, has taken early retirement. B.V.

Concordia film-makers win

Several Concordia University film students are prize-winners at this year's Canadian Student Film Festival being held in conjunction with the Montreal World Film Festival to mark the International Year of Youth.

Two Concordia films won the best narrative fiction film awards of \$500 given by the National Film Board. They are *Terreur d'un Dimanche Apres-midi* by André Lavigne, and *Effusion* by Martin Girard. Two other Concordia students won

prizes: Linda Smith, Best Actress, for *Room-mate* by Carla Nemiroff, and Robert Gaudreau, Merit Award for Music, in *Frictions*.

More than 20 Concordia student films competed in the event out of a total of 62 films from Canadian universities and colleges. The films were screened this week at the Conservatory of Cinematographic Art in Concordia's Hall Building, also the site of screenings for three categories in the World Film Festival: Cinema of Today and Tomorrow - the more adventurous

features and shorts; Latin American films; and Young Film-makers - work by inexperienced directors.

The World Film Festival, organized by Serge Losique, Director of Concordia's Conservatory of Cinematographic Art, opened eight days ago and continues until Sunday, with a record number of films being shown. Fifty-three countries are participating with entries totalling 502, an increase of 102 films since last year. The films are also being shown at the Cinéma Parisien and the Théâtre Maisonneuve of Place des Arts. B.V.

AT A GLANCE

La Guerre des Tuques (*The Dog Who Stopped the War*), written by Concordia professor Roger Cantin with Danyèle Patenaude has earned even more awards. This time it won the three top prizes in the children's section of the recent Moscow International Film Festival: the grand prize in the children's section: the best anti-war film, as judged by a jury of children; and the prize given by *Young Pioneers* magazine, the official party organ of Communist youth. Earlier this year the film won the Golden Reel award as the highest grossing Canadian film of 1984... Speaking of prizes, a series of articles in the Concordia student newspaper, *The Link*, has tied for first place in the Investigative Reporting category of the **Rolling Stone Magazine** 1985 College Journalism Award Winners. The series centred on the Athletics Department of Concordia. Staff members who contributed to the series include Max Wallace, Ian Halperin, Brendan Cahill, Karen Herland and Tony Dobrowolski. The staff of *The Link* is donating the prize money to the West End Sports Association, a Montreal organization that seeks college scholarships for black athletes...

Part-time music professor Bob Mover recently brought to Toronto "some of the heart and spirit that distinguishes Montreal's best jazz musicians," as the *Globe and Mail* reported. The alto saxophonist was playing at the East 85th and Front Café in early August...

Gail Valaskakis, Vice-Dean Academic Planning in the Faculty of Arts and Science, has been named to a newly-formed Awards Committee of the Canadian Northern Studies Trust. The committee will administer funds for scholarships to native students who undertake graduate work in fields related to economic development... Prof. Michel Euvrard of the Département d'études françaises has been writing regularly as a film critic for *Le Devoir* since spring. Last year he won the prize for best critic at the Rendez-Vous du cinéma québécois... Assoc. Prof. Natalie Kyriazis, Department of Sociology, has been invited to serve for a three-year term on Statistics Canada Advisory Committee on Demographic Statistics and Studies...

Assoc. Prof. Gerald Trudel, Director of the Institute for Co-operative Education, is among 39 chemists, chemical engineers and educators who have been elected for fellowship in the Chemical Institute of Canada... *Aurora Borealis*, the largest exhibition of installation arts ever held in Montreal, has at least two Concordia Fine Arts professors taking part. They are Andrew Dutkewych and Irene Whittome. The exhibition at Place du Parc (formerly La Cité) has been widely acclaimed and continues until Sept. 30...

The Commerce and Administration Faculty reports several changes. Prof. Dev Gandhi is the new Chairman of the Finance Department, taking over from Prof. Cleve Patterson who filled the post during the last four years. Prof. Lee McGown is Interim Chairman of the Marketing Department until Dec. 31, and Prof. Michel Laroche takes over as Chairman of Marketing, following Prof. Peter Pasold's three year term. Marilyn Howell is Assistant to the Dean now that Sandy Pritchard is a student at McGill University.

Promotions in the faculty are as follows: Suresh K. Goyal, Professor, Department of Quantitative Methods; Gary Johns, Professor Department of Management; Abolhassan Jalilvand, Associate Professor, Department of Finance; T.J. Tomberlin, Associate Professor, Department of Quantitative Methods... Convocation this spring saw some staff members at Concordia receiving their degrees. Among them were Tanya Lesack, Graduation Clerk, who earned her B.A. with a double major in French and German, and Warwick Nethercote, a casual worker in Registrar's Services, who earned his B.F.A., majoring in photography. If we've left anyone out, call *The Thursday Report* and let us know...

Several new staff members have joined Concordia since May. They are Daniel Swartzman, Communications analyst in the Computer Centre; Jill Sangster, IBM-PC Operator, Commerce Academic Support Staff, Nadia Gulezko, Departmental Secretary in the Accountancy Department; Andrea Rancourt, Secretary in the Department of Art Education and Art Therapy; Kamran Farahi, Coordinator Academic PC Services in the Computer Centre; Patricia Stewart, Secretary in the Mechanical Engineering Department; and Al Bossi, Senior Locksmith in the Physical Plant.



Summer Scene

This summer the Hall Building lobby has been festive with the display of four huge banners by Montreal artist Robert Venor. The pastel colored banners give a lightness to the lobby, while the vivid geometric designs were reminiscent of the nearby Picasso exhibit. Venor's 12 by 16 foot nylon banners are painted with dyes and acrylics.

NSERC hoping for increase

The proposed \$1.4 billion five-year plan of the Natural Sciences and Engineering Research Council (NSERC) will be considered by Cabinet this fall — likely in October, Arnet Sheppard, NSERC Information Officer reports. "I'm still optimistic that it will be favourably received," he

commented in mid-summer.

The plan was released in late June, and letters have been arriving ever since at the Science Ministry in support of NSERC.

If the plan goes into effect, NSERC's annual budget would more than double between 1984-85 and 1990, increasing from \$311.6 million

this year to \$702.9 million in the final year of the plan. Total funds would be less than what was spent in any one of the past five years on frontier drilling incentives, the plan (entitled *Completing the Bridge to the 90's*) points out.

Approval of the plan is crucial to sustain Canada's research capacity in an in-

creasingly demanding technical world, the plan states. If the green light comes from Cabinet, the next major step will be to hammer out a new federal/provincial agreement on the funding of post-secondary education and research.

The plan calls for more

university research, more highly trained research specialists, more sophisticated equipment in university labs, and closer links between university and industry. "Without such action we will continue to fall behind the efforts of competing nations and will be inviting our most talented researchers to seek out more stimulating opportunities elsewhere," the plan states.

The plan describes university research equipment as obsolete, urging that \$48 million immediately go towards easing the problem. By 1990 the proposed annual investment would be about \$150 million.

The plan would also boost NSERC Individual Operating Grants from \$22,000 annually to \$35,600 by 1990. It predicts that by 1990 almost 10,000 undergraduate, postgraduate and postdoctoral scholars will have their research training directly supported by NSERC.

1985-86 Concordia award winners announced

Several Concordia University students are recipients of 1985-86 Natural Sciences and Engineering Research Council (NSERC) scholarships and fellowships. They are among 2,836 students across Canada who are receiving a total of \$34 million.

Three Concordia students are among the 174 outstanding students awarded the prestigious 1967 Science and Engineering Scholarships to enable them to take advantage of the best possible training opportunities in pursuing graduate studies and research leading to a doctorate. They are Arkady Eivin, who will study Computer Engineering at the University of Waterloo; Patrick Rioux, who will study Electrical Engineering at Concordia; and Claude Arbour, who will study Biophysics at Harvard MIT. The scholarships are valued at \$17,500 annually.

The following students have received \$11,600 postgraduate scholarships for study and research leading to a Master's or Ph.D.: Jean-Marie Claudius, Mathematics; Ting Ngan, Civil Engineering; Wayne Bowers, Experimental Psychology; Joan Power, Chemistry; George Durtler; Beverley Stevens, Physiology; Elizabeth Bouchard, Experimental Psychology; Maria Faraci, Genetics; Terence Cooper, Experimental Psychology; Sym Davis, Molecular Biology; Ignazio Bozzo, Civil Engineering; Scott Crossfield, Computer Science; Stanislaus DeSouza, Computer Engineering; Arkady Eivin, Computer Engineering; Grahame Fuller, Mathematics; Gaetan Hains, Mathematics; Isam Kaysi, Civil Engineering; Jeffrey McCarthy, Chemistry; Van Phung, Engineering; Hannah Schnarch, Experimental Psychology; Kamran Sedighian, Artificial Intelligence; Ahmad Tavakoli Nimehvari, Computer Science; T Nhu Hanh Vo,

Computer Science; David Wilson, Engineering; John Zalass, Engineering; Sharon Kader, Experimental Psychology; Cong To, Systems and Control Engineering; Laura Creti, Experimental Psychology; Valentino Tramonti, Chemistry; Frank Ellison, Experimental Psychology; Judith Gulko, Experimental Psychology; Himking Li On Wing, Electrical Engineering; Stephen

Mah, Mechanical Engineering; Nelson Petulante; Karen Spivak, Experimental Psychology; Chi-Wah Wong, Electrical Engineering; Mary Harsany Lewis, Experimental Psychology; Thanh Mai, Computer Science; Nhu Tran, Physics; Raymond Legault, Computer Science; Michael Greenwood, Molecular Biology; Chantal Autexier, Microbiology; Ginette Marcil, Experimental Psychology.

Four Concordia students have also received postdoctoral fellowships, valued at \$23,300 annually. These fellowships are for recent recipients of doctoral degrees to add to their experience through specialized training.

The Concordia recipients are Erika Farkas, Zvi-Harry Galina, Jean Ng Cheong Ton and Alain Gratton.

Prof still burns the midnight oil

By Ross Rogers

Even after 22 years of university teaching, Henry Habib still finds himself propped up in a comfortable armchair until midnight, preparing lectures for the next day. "My friends ask me, 'Henry, don't you know your work by now?'"

But to the Chairman of Concordia's Political Science Department, no professor is ever too prepared for a lecture. It's this unwavering devotion to teaching that likely earned the Middle East born Habib

one of the John W. O'Brien Distinguished Teaching Awards.

When Habib describes his teaching methods, he compares lecturing to acting. "You're an actor when you're up there. You have to give that same kind of inner energy or you fail miserably as a teacher." Not that he feels inclined to simply amuse or entertain his students. "I like to stick to my own principles that you have to have a good balance of substance, order and discipline."

As a professor of subjects ranging from Canadian government policies to Latin American political conflict, Habib says his major goal is to motivate students beyond what's truly required of them. In an era when university students can get away with giving the absolute minimum to their courses, he feels his profession isn't always without sour moments. "I see it as a challenge nonetheless. If you lose interest, you ought to stop teaching. There's too much responsibility at stake to continue because it's just a job."

So even in a university environment where



Henry Habib

academic standards, he says, have dropped considerably, Habib approaches students with all the zeal he can gather. "I go into a classroom as if it is the first time I was lecturing on a subject. I pretend it's going to be the last time I will do it and that I simply have to leave an impression," he says. That means revamping course ideas constantly, says Habib. Although he's been teaching some of the same subjects since 1961, he feels it is crucial to bring something new to his work. "What I say in 1965 has to have the same pertinence in 1985."

Part of Habib's success in the classroom is being able to make Plato and Aristotle seem as vital and

alive as contemporary Middle East politics. "That's the magic in this whole business. If you are truly interested in what you're telling your students, then you will come across as vital yourself."

Even as universities in Canada face overcrowding, Habib doesn't allow the increasing sizes of classes to thwart him. "I really like the cross-current of large groups. The important part of teaching is that you get through to some people. Those same people come back to you five years later and they're doing something productive."

Although Habib is a notoriously tough marker among his contemporaries, the last thing he says he would like to do is instill fear in his students. "I would hate that. I would rather give students confidence in themselves." If a student is doing poorly, he says, they inevitably feel demoralized. "I don't think failures should go unnoticed. Professors ought to be sensitive to that." Habib prefers to look at what a student can produce. "A good teacher can see that easily."

Fourteen Concordia University professors were presented with John W. O'Brien Anniversary Distinguished Teaching Awards during convocation in June. In this weekly series of *The Thursday Report*, the award-winning professors reflect on their way of teaching.

Part-timers — where they're at

As a follow-up to the first edition of the Handbook for Part-Time Faculty Members published this year by the Human Resources Department, The Thursday Report is running this article on the situation of part-time instructors at Concordia University and other universities.

By Zonia Keywan

Approximately half of Concordia University's teaching staff are part-time instructors. Some have careers outside the University, and teach in the evening for the ex-



Part-time teachers can't expect improvements while university budgets remain strained, Francis Whyte, Vice-Rector, Academic, says.

perience, prestige, or simply to earn a little extra money. For many others, however, teaching at Concordia is their sole source of income, and many among this group are bitter about the way they are treated. Their salaries are lower than full-time professors, they have no benefits, and they have no job security. Although recognizing their problems, administration officials say that already strained University budgets make it impossible to improve the part-timers' situation.

In 1983-84, there were 743 part-timers out of a total teaching staff of 1,448. Concordia's high number of part-time instructors has evolved largely because of the University's role giving many evening courses to part-time students. Across Canada, the number of part-time teachers is also increasing in universities.

Part-time teachers are in all Faculties at Concordia, but the largest numbers are employed by the Arts and Science and Fine Arts

Faculties. In some departments, such as English Composition, English as a Second Language (ESL) and Etudes françaises, as well as several Fine Arts departments, part-timers teach most or all sections of specific undergraduate courses. These are the part-timers who are hit hardest by lower salaries as well as lack of benefits and security since many do not have full-time jobs elsewhere due to the general lack of jobs in the arts. As many as 40% of Concordia part-timers could fit this category - although exact figures on how many work fulltime outside the University are not

Second class

Rosemary Miller has been hired each year on an annual contract, per-course basis to teach Painting and Drawing in the Fine Arts Faculty for the past 15 years. Yet even though she teaches two full studio courses per year, her annual salary has never exceeded \$12,000. Like many other part-time teachers, she feels she is a second-class citizen in Concordia's teaching community. And she doesn't like it.

"We do the same work as full-time teachers, except administration," she says. "Yet we have no security. We don't get our contracts until August each year and never know for sure whether we'll be rehired or how many courses we will teach. We have no benefits like pensions or health care. We're not eligible for most research grants. Often, part-time teachers don't even have offices or telephones. I've been working here since 1970 and I have no increments for my experience. I get exactly the same salary as someone who is hired just out of grad school. I see no reason for that."

According to Francis Whyte, Vice-Rector, Academic, part-time teachers can't expect improvements while university budgets remain strained. "The administration realizes that the current system involving part-time teachers is not a good one. The problem is - what is the alternative? Concordia is the most underfunded of all the universities in Quebec. We have a deficit of \$16 million. Everything is being cut to the bone. In these circumstances, there are not many options open to us."

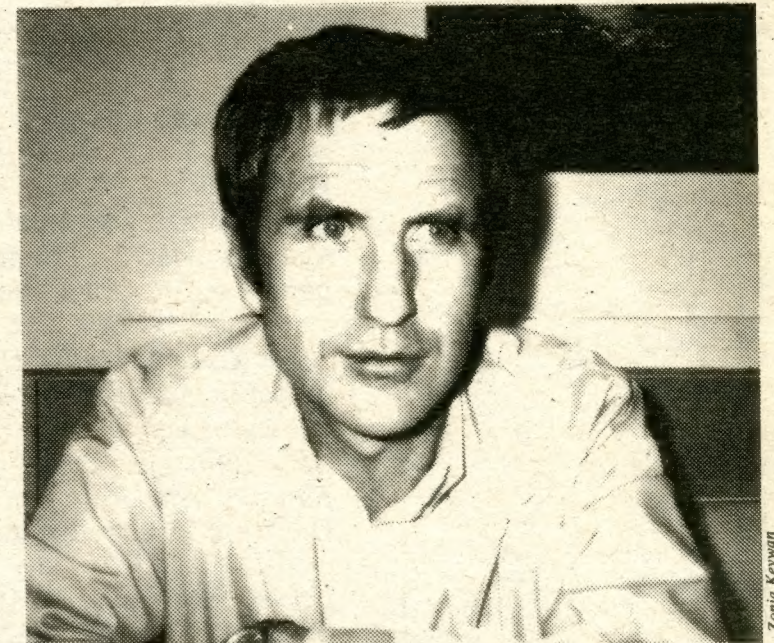
"This is part of a total staffing situation, which is difficult. The restraints fall most heavily on part-time staff, but full-time teachers feel it, too. They have less support staff, they have to teach larger classes and their numbers are limited," Whyte says.

At the TESL Centre (Teaching English as a Second Language), about 40 sections of ESL courses are offered each semester, employing 15 to 20 part-time teachers. One of them is Forrest Lunn, who has been teaching in the program for seven years.

"We don't do exactly the same work as the full-timers in our department," he says. "We don't do the administrative and committee work. And we don't give papers or attend conferences.

But that is no reason to deny us holidays, sick pay, grievance procedures, basic security. Every janitor and secretary have these things. If we miss a class we have to pay someone else out of our own pockets to teach it, or find a time to make it up at the end of the term."

"The reason they pay us so little is that they can get away with it and save a hell of a lot of money. It's as simple as that," says Forrest Lunn.



Part-time teachers should have benefits just like everyone else at the University, Forrest Lunn, a part-time teacher at the TESL Centre, says.

"I'm not saying they should give us exactly the same as the full-time teachers. But they could give us something. If they allowed me to teach 18 credits - to earn about \$18,000 per year, and gave me medical benefits and a pension plan, that would be good. As well as increments for merit and length of service. I would have no complaints and the university would still be saving a lot of money."

Like many part-timers, Forrest Lunn tries to supplement his income with extra teaching. When he can, he teaches summer ESL courses in the Continuing Education program. But this summer, because enrollment in the Continuing Education program language courses was low, no extra teaching was available there. Some part-timers get through the summer months on unemployment insurance. But as professionals they find this humiliating and, Lunn says, the University should not be allowed to use UIC as an excuse for not paying decent wages.

Not a career

On the other hand, part-time teaching was never intended to be a career, explains

Michael Sheldon, Special Assistant to the Vice-Rector, Services, who has been at Concordia more than 15 years and was once a part-timer himself. "It was something to be done on the side, in addition to your full-time job. It still is for many people. But for some it has become the sole source of income. And that's where the problem arises," he says.

Given their problems, why do part-time teachers remain at Concordia, often for many

years? "There are so few alternatives," says Rosemary Miller. "There are no full-time jobs. And generally the instructors enjoy teaching and find the classroom stimulating."

"But," she says, "resentment among part-timers has been growing, particularly since the spring of 1984, when the Concordia University Faculty Association (CUFA) signed a collective agreement that cut down the required hours of work for full-time faculty members. According to that agreement, full-time faculty may teach between 6 and 18 credits per year, depending on their research commitments and administrative load. Many full-time faculty now teach no more than the 12 credits per year that part-timers are allowed."

"That collective agreement divides the faculty into privileged and non-privileged," says Rosemary Miller. "How come I get \$12,000 for 12 credits while a full-time teacher gets twice that - or far, far more - for the same load. How much administration is he really doing?"

(See "Part-timers" on page 10)

IN MEMORIAM

Concordia is in mourning following the loss of several members of the University community — and their families — who died tragically June 23rd in the crash of Air India Flight 182 off the coast of Ireland. Following are the names of the faculty, students and family members who were aboard the ill-fated plane.

Dr. Balvir Singh (46 years-old), was a Professor of Economics and a respected leader in his field. Professor Singh did his post-doctoral work at the University of Toronto, and taught at York University and the Delhi School of Economics. He returned to Canada in 1982 as a visiting professor at Concordia and was offered a full professorship almost immediately. Dr. Singh was accompanied on the tragic flight by his wife Ranjna, their two daughters and a son.

Dr. Gyan Chandra Upreti, (44 years-old), came to Concordia one year ago on sabbatical leave replacement as a Visiting Assistant Professor of Physics. Professor Upreti taught physics at the Indian Institute of Technology in Kanpur, India. He was internationally known for his expertise in *Electron Paramagnetic Resonance*, and was a distinguished professor and researcher. Dr. Upreti was returning to India with his wife, Hema, and their son.

Dr. Nish Mukerji, (51 years-old), was returning for a two-month visit with his wife Shefali. Dr. Mukerji, an outstanding student, had just received his doctorate of philosophy in Physics at Concordia's Spring Convocation ceremonies. He also taught science at Loyola High School and was highly respected by his students and colleagues. Dr. Mukerji distinguished himself by winning several medals and by becoming the first evening student in Loyola's science division to graduate *summa cum laude* in 1973.

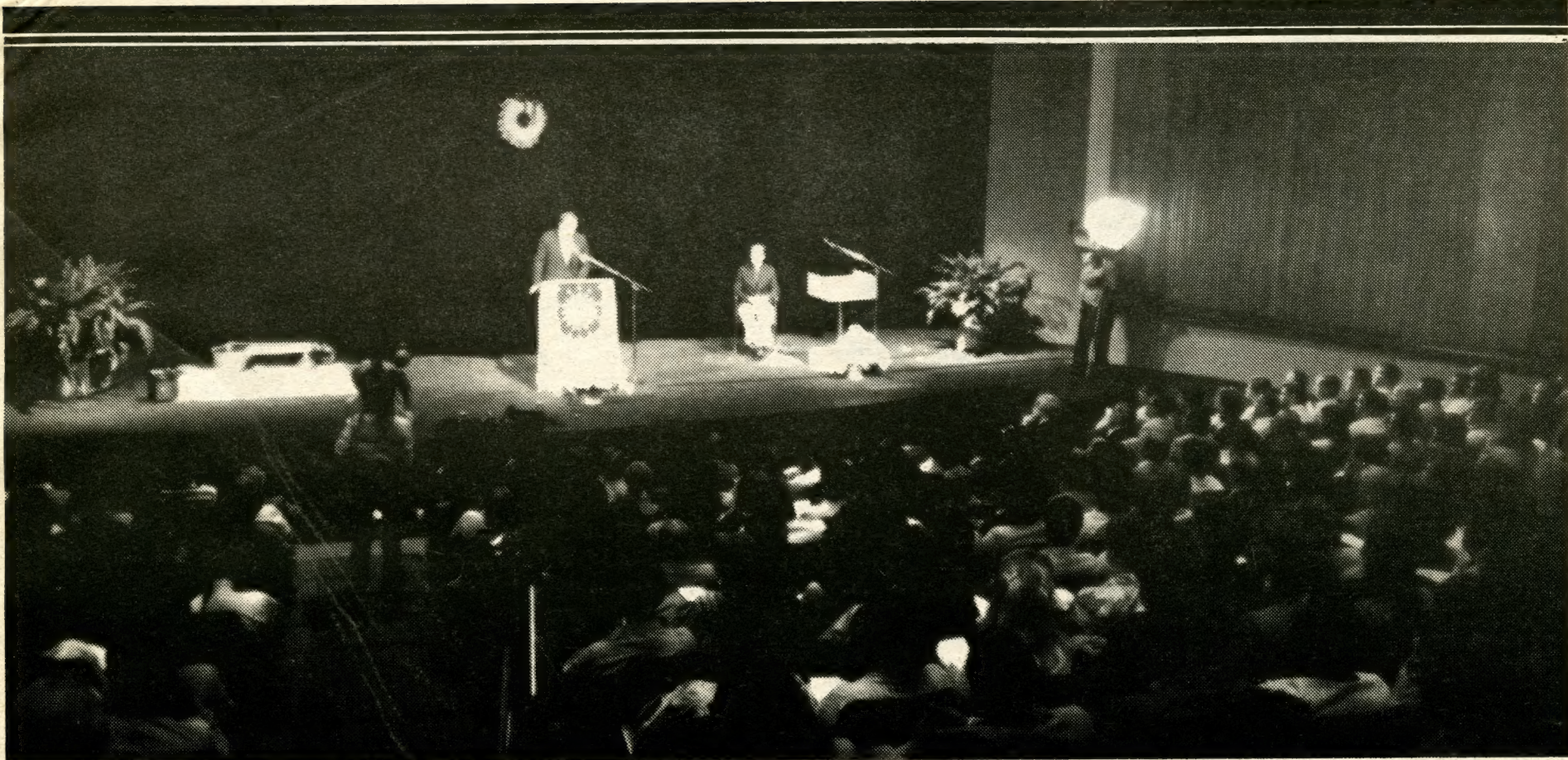
Mr. Sukavanam Venkatesan, (32 years-old), had recently graduated with a Master's degree in Electrical Engineering. He was considered an excellent student by all who knew him. Mr. Venkatesan came to Concordia in 1983 on an Indian Commonwealth Scholarship. He was travelling with his wife Geetha.

Mr. Brij Srivastava, (40 years-old), was enrolled in the doctorate program in Building Engineering at the university's Centre for Building Studies. Before coming to Concordia, Mr. Srivastava obtained his Master's degree of Science at the University of Alberta. He was working as a Civil Engineer for the Group SNC, a Montreal Engineering Firm.

Also on the Air India flight were the wife, two children and mother-in-law of Mr. **Mahesh Sharma**, a lecturer in the Department of Quantitative Methods who has recently been awarded the John W. O'Brien 10th Anniversary Distinguished Teaching Award for his outstanding work.

Mr. **Michael Chatlani**, a 19 year-old engineering student, lost his mother, sister and brother who were travelling to India on a two-month holiday.

Concordia has a long and close association with the Indian community of Montreal. The University is deeply saddened by these tragic deaths and extends its condolences to the bereaved families, their relatives and the Indian community.



Interfaith service held for victims

The Air India crash victims and their families were remembered at a special interfaith service held June 28 at Concordia University. Two professors, three students and 15 family members died in the plane that went down in the Atlantic Ocean near Cork, Ireland on June 23.

Nearly 500 people gathered in Concordia's D.B. Clarke Theatre to pay tribute to those who died and to hear condolences expressed to the families of the victims. Grief united everyone present.

"Our memories of those who died, of their contributions and accomplishments, are a source of pride for us. Their unfulfilled

dreams will remain a source of anguish," Rector Patrick Kenniff told the gathering.

The eulogy was given by the Protestant minister, Matti Terho, who said, "We all feel the sadness of loss and the pain of being left behind."

Readings from several religions were given by members of the Concordia Community. Dean M.N.S. Swamy, Dean of the Faculty of Engineering and Computer Science, read from the Sanskrit faith; Balbir Sahni, Chairman of Economics, from the Sikh faith; Susan Murray, past president of the Graduate Students' Association, from the Bible; Aleem Lakhani, representing the Concordia University

Students' Association, from the Koran; Albert Tabah, Reference Librarian, representing the Concordia University Non-Academic Staff Association, from the Talmud. The Emcee was Father Bob Gaudet.

Indian music was performed by Leela Swamy, who played the veena, a sitar-like instrument.

Those present were invited to sign a book dedicated to the families of the victims. Copies are being made and will be sent to the victims' families as well as to the Indian associations in Montreal.

Also present at the service were Ashok Attri, the first Secretary of the Indian High Commission, Member of the

Quebec National Assembly Reed Scowen, as well as representatives from the India-Canada Association of Montreal and the National Association of Canadians of Origins in India. Balbir Sahni was representing the Shastri-Indo Canadian Institute, of which he is treasurer and president-elect.

A memorial service was also held at the Centre Pierre Charbonneau in Montreal with participation by Father Bob Gaudet, Dean M.N.S. Swamy, Chairman Balbir Sahni and Physics Prof. Sushil Misra, all of Concordia.

B. V.



Everyone who attended the interfaith memorial service at Concordia University was invited to sign a book dedicated to those who died in the Air India crash. Copies of the book are being sent to the families of the victims and to the Indian associations in Montreal.



A memorial service was also held at the Centre Pierre Charbonneau in Montreal. Several participants at the service attended from Concordia.

B of G elections are held

Donald W. McNaughton, President and Chief Executive Officer of Schenley Canada, Inc., has been re-elected Chairman of Concordia's Board of Governors for 1985-86. At its June meeting the board also elected John Dinsmore and André Gervais, QC, as Vice-Chairmen. Gervais replaces Mildred Lande, who has resigned from the board; Dinsmore was re-elected for another term. Gervais is a partner at Doheny Mackenzie, Advocates; Dinsmore is President of Petromont Inc.

Appointed to the board were Political Science Department Chairman Henry Habib, replacing Susan Hoecker-Drysdale; Acting History Department Chairman John Hill, replacing Katherine Waters; CUSA Co-Presidents Ron Hiscox and Mike Judson, replacing Lynn Keays and Terry Fenwick, respectively; Chemistry Department Associate Professor M. Judith Kornblatt, replacing Michael Hogben; and CUSA representative Yael Lifshitz, replacing Judith Szabo.

Vice-Rector (Services) Graham Martin and Concordia's two newest Vice-Rectors, Monique Jérôme-Forget (Institutional Relations and Finance), and Francis Whyte (Academic), also sit on the board as ex-officio members. Two seats are vacant; both are reserved for representatives of the community-at-large.

K.J.W.

Campaign

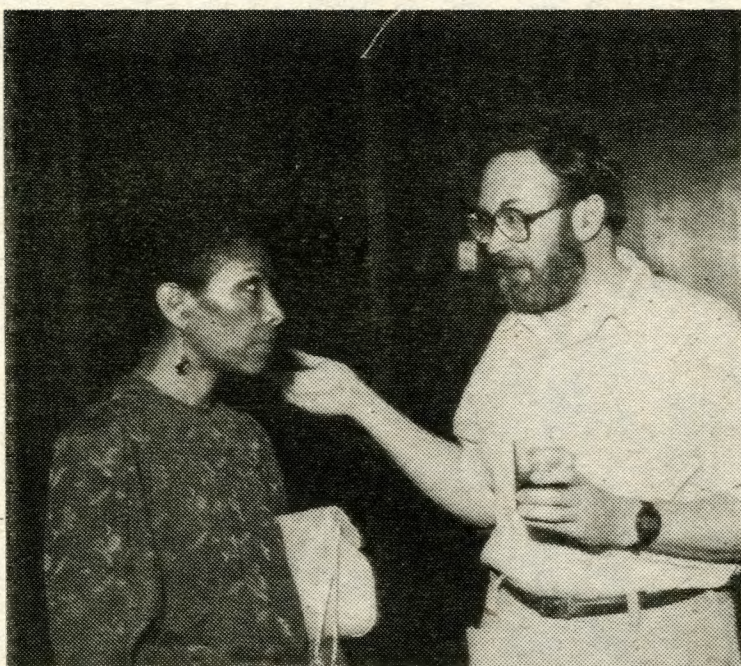
(Continued from page 1)

On the faculty side, the participation rate has reached 24%. The total amount donated in gifts and pledges is \$150,759. The September 12 issue of *The Thursday Report* will contain additional information on the faculty portion of the campaign.

In other developments, the alumni division reports a 46% participation rate since the start of its canvassing efforts in February 1984. "As of last week, we've received \$360,000 in donations and pledges, and we know of another \$100,000 that's on the way," says Gary Richards, Director of Alumni Affairs.

The Alumni objective is \$1 million. Richards hopes to raise \$300,000, or 30% of the target, between this September and next May.

C.K.



The International Students Graduation Reception held in the spring brought together graduating international students, faculty and guests. At the left, Leonora Dorsett, Officer with the High Commission of Trinidad and Tobago, talks with Assoc. Prof. Brian Markland, Commerce Department.

International student drop expected in '86

International Student Advisor Fred Francis predicts a big drop in international student numbers at Concordia next year.

Approximately 100 new students are enrolled this year whereas over 200 have been enrolling in recent years. When these new students are added to those already at Concordia, the total number of international students this year holds steady at about 900. However, by the fall of 1986, the overall number will drop drastically since many of the students now here will have graduated and will not be replaced by large first year enrollments.

Francis attributes the decrease mainly to the hike in international student tuition fees, but also to the difficulty for students of getting accepted in the professional faculties, such as engineering and computer science, which have many students competing for acceptance and which particularly interest international students. Bureaucratic difficulties with immigration procedures add to the problem.

"It's rather bleak for Concordia - it's an international university and we're going to lose that element. It'll be sad for the University and the students as well. The international students bring a diverse background with their different education, philosophy and way of life. Our students benefit from the exposure, and it helps build tolerance of other people and different ideas," Francis commented.

"The traditional methods of

funding have to be looked at and alternate methods must be found," Francis added. More entrance scholarships for both undergraduates and graduates are needed, since the traditional methods of funding international students no longer work.

Two days of orientation sessions were held for international students last week at Concordia. Information was provided on health services, registration, housing, medical insurance, and re-entry to the home country. An information desk in the lobby of the Hall Building is also a focal point this week for international students.

B.V.

Universities focus of week's activities

By Carole Kleingrib

As Canadian universities gear up once more for National Universities Week set up for Oct. 19 to 27, more than 500,000 Quebec secondary school students have been invited to take part in a writing and art competition on the theme, "University and Me/L'Université et Moi". The winners will have a trip to Paris or Florida's Epcot Centre.

The conference of Rectors and Principals of Quebec Universities (CREPUQ) is organizing this major undertaking with help from the education ministry, local school boards, school administrators, teachers and a half dozen private sponsors. During the summer, CREPUQ sent brochures, posters and teachers' guides to Quebec's 972 secondary schools - francophone and anglophone, public and private, Catholic, Protestant and Jewish schools.

Furthermore, tens of thousands of students are expected to take part in the competition. The program will have a wide-ranging impact on teachers, students, parents and the public. The project aims at involving all Quebec universities in conjunction with National Universities Week and International Youth Year and at increasing awareness among young people about the role of the university in Quebec society.

Students can write an essay on a pre-determined subject according to their grade level. Entries can be submitted in

French, English, Inuktituk and Cree. Themes for the art category have also been broken down according to grade levels. Students can submit a drawing, painting or a combination of both. The deadline for submissions is Friday, Oct. 4.

There are 14,431 prizes. Each school will choose a maximum of 20 winners (four per level from secondary I to V), who will be invited to the regional celebration on Oct. 20. The 220 regional winners (20 from each of Quebec's 11 administrative regions) will go to Montreal and Ottawa on Oct. 24 to 26 and will be treated to tours of the cities, universities, exhibitions and receptions.

The provincial winners of the 10 first prizes and 10 second prizes, representing the two best entries for each grade in the written and art categories, will be proclaimed at a 'gala' event in Montreal on Oct. 26. The 10 first prize winners will win a one-week trip to Paris, France, and the runners-up, a four-day excursion to Florida's Epcot Centre.

Four Montreal universities, McGill University, Université du Québec à Montréal, l'Institut Armand Frappier and Concordia University, are publicizing and coordinating the contest for the Island of Montreal, the South Shore and Laurentians. At a press briefing to be held on Sept. 4 at 10:30 a.m. in Hotel du Parc, CREPUQ President David Johnston, Principal of McGill University, along with representatives from the Ministry of Higher Education, Science and Technology, school boards and Quebec university heads, will announce the launching of the competition.

In addition to the competition, campuses across the province are preparing a host of activities, which range from exhibits to open-houses. At Concordia, the office of the International Student Advisor and the Concordia University Students Association (CUSA) will run a day-long conference, exhibits will focus on international students.

The National Universities Week is sponsored by the 73-member Association of Universities and Colleges of Canada (AUCC), four regional and provincial university associations and the Public Affairs Council for Education.

Freud to be studied

The topic this year at Lonergan University College will be the works and influence of Sigmund Freud, universally acknowledged as the dominant figure in 20th Century psychology. Each year the college focuses on a specific topic. Carl Jung and Charles Darwin having been studied in recent years.

The Lonergan University College Fellows' Seminars will be conducted on Monday afternoons in the Seminar Room at Lonergan College, 7302 Sherbrooke St. W.. All Faculty are invited to attend.

The Distinguished visitor for these Seminars will be Dr. Russel Jacoby whose appointment will be jointly held by Lonergan University College and the Liberal Arts College. Jacoby has held posts at the University of California (Irvine and Los Angeles) and Simon Fraser University. He has many publications such as *Dialectics of Defeat: Contours of Western Marxism* (C.U.P., 1981) and *The Repression of Psycho-analysis: Otto Fenichel and the Political Freudians* (Basic Books, 1983). His book *Social Amnesia: A Critique of Conformist Psychology from Adler to Laing* has been translated into Danish, Spanish, Portuguese, German, Italian, Serbo-Croat and Slovene.



Audrey Wells, Scheduling Officer in the Audio-Visual Department, ponders the next step to take with the new phone system.

Concordia conquering centrex 111

By Barbara Verity

The Concordia University community continues unravelling the complexities of a new million dollar phone system known as Centrex III, which links both campuses through a simple four number dialing system. It also brings a myriad of features with such intriguing names as Call forward; Forward busy; Forward don't answer; Call park; Call transfer; Call waiting; Consultation; Hold; Ring again; and 3-way conference.

One begins by learning that "Call park" has nothing to do with cars and "Call pick-up" is not something that should be done when no one else is around.

The system began sharp at 9:00 a.m. July 15, but with people away on holidays through the summer, many are still getting used to it.

There is much to learn — from the computer-like beep that rouses panic by its unfamiliarity, to the traumatic experience of first transferring a call — a three step process. Some have had the experience of putting a caller on hold and forever losing the call in the never-never land of Centrex III.

Everyone has their own story to tell. "I called my mother and I got Development," one employee recalls. Although Freud might have

had something to say about that, the problem was simply forgetting to dial 9 for an exterior call.

The system has a tendency to separate the mechanically-minded wheat from the non-mechanically-minded chaff in each department. Some conquer the system with relish in one day. As one employee says, "I love gadgets. I can't have a gadget in front of me without playing with it." Others are still learning.

Seated in front of her futuristic switchboard, one receptionist summed up initial reaction in her building: "Everybody hates it." But she adds, rather philosophically, change is always difficult and people just have to get used to the system. Many particularly dislike having to code and decode their phones whenever they leave their desk so calls can be re-routed.

Nevertheless, every Centrex cloud has a silver lining: "I love the dialing feature. You just press a few buttons and that's it," she adds.

There may be a humorous side to this, but for the people at Tesis, who put a year's work into bringing this system to Concordia, it's a serious business.

The process of putting Concordia's approximately 2,200 lines into Bell Canada's Cen-

(See ("Phones" on page 11)

Arts and Science Faculty ready with new structure

By Barabara Verity

The Faculty of Arts and Science has its new home, structure and staff positions ready to begin the first academic year as a unified Faculty. The Dean, Charles Bertrand, who took over his position July 1, looks forward to making the new structure work.

"We have more in common than we have in differences, and we're going to try to prove it," he said of the new structure, which has done away with the four divisions of Humanities, Natural Sciences, Social Sciences and the Colleges. "We'll try this and see if it works. Nothing is embedded in concrete, but I think it's going to work," Bertrand commented.

The previous structure was headed by three Deans and one Provost along with several Assistant and Associate Deans. The current structure has one Dean and four Vice-Deans, each of the Vice-Deans

being charge of specific portfolios, which apply to all academic departments and units in the Faculty.

Dennis Dicks, Vice-Dean, Curriculum and Administrative Affairs, has the following responsibilities: Curriculum and program development, Calendar, Curriculum Committee, timetable, academic support staff, part-time contracts and membership on the Board of Graduate Studies. His Assistant, Christine Brown, works on the Calendar and timetable. The Secretary is Marge Crosby. Dicks was previously Chairman of Education.

Gail Valaskakis, Vice-Dean, Academic Planning, is in charge of faculty workload, collective agreement, travel budget, faculty development, liaison with other faculties, and reports to external bodies.

Her Secretary is Joyce Barclay. Valaskakis was previously Chairman of Com-

munication Studies.

Paul Albert, Vice-Dean, Research, Space and Technical Services, is responsible for research development, space allocation, laboratories and technical equipment, as well as budget control for these responsibilities; also research grant budget, health and safety, and technical support. His Secretary is Linda Orrell. Albert was previously Chairman of Biological Sciences.

Franziska Shlosser, Vice-Dean Student Affairs, is in charge of academic advising, registration, admissions, honours committee, student requests, and Cegep liaison. Assisting him on student requests and problems are Matthew Santateresa, Academic Advisor at the downtown campus, and JoAnn Welsh, Academic Advisor on the west end campus. Shlosser's Secretary is Ellen Lord. Angela Alleyne is the

(See "Faculty" on page 11)

CUFA has merit exercise

Unionized professors and librarians at Concordia have had their first merit exercise in four years, but many are unhappy with the process. Payment is late, and the exercise itself has resulted in discontent among those who will not receive a merit payment and among those not receiving the maximum amount.

The contract between the administration and the Concordia University Faculty Association (CUFA) calls for a regular merit increase based on professors' performance in teaching, research, scholarship, and university and community services. Librarians are evaluated on the basis of equivalent standards.

Approximately 40% of unionized faculty and librarians will receive a merit increase, about 10% getting between \$1,000 and \$1,200, and the other 30% getting between \$500 and \$600. With CUFA members totalling nearly 800, over 300 of them will earn the increase. The amount is calculated on a percentage of the salary floors of the Assistant Professor and Librarian 11 ranks.

However, CUFA President Shafiq Alvi points out that although the contract calls for payment of the merit increase by June 1, payment has been

delayed by the administration until October. "It is really creating a lot of unhappiness among faculty. We realize there were some difficulties, but we never thought it would be so late," he said.

Alvi says much of the delay

was caused by the July 1 changeover in administration and structure in the Faculty of Arts and Science. However, the exercise has been completed in all faculties now, he added.

B. V.



New Graduate House Open!

Graduate Student Facilities:

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- Typewriters
- Photocopying
- Study space
- Lounge

Concordia Graduate Students' Association



Annex "T" 2030 Mackay St.
Montreal H3G 1J1

Tel: 848-7900 (opposite west exit of Hall Bldg.)

Metals conference held

Specialists in metals and alloys arrived from around the world in mid-August at Concordia University to attend the 7th International Conference on the Strength of Metals and Alloys. Sessions opened Monday, August 12 and continued until Friday, August 16, held in the Henry F. Hall Building.

Keynote lectures were given by scholars from South Africa, Belgium, Japan, Wales, Sweden, Germany, France, Australia as well as Canada and the United States. Elements and conditions that affect the strength, hardness and resistance of metals and alloys were their topics. Among specific titles were Superplasticity; Wear resistance; Polymers, ceramics and composites; and National policies for research on high strength materials.

The conference opened with a reception at Concordia on Sunday evening, Aug. 11. The following evening a reception was held by the City of Montreal at Place Vauquelin in Old Montreal. Other social events included a reception hosted by Alcan International in its new head office and a banquet at the Bonaventure hotel on Wednesday evening.

B.V.

Part-timers

(Continued from page 5)

While many members of the administration and full-time faculty at Concordia express sympathy for part-time teachers, they reject the claim that part-timers do the same work as full-time teachers.

Judith Woodsworth, Assoc. Prof. of French and former Assistant Dean of Division I of Arts and Science says, "For what they teach, they could say they are being exploited. It's kind of shameful that we are using so many people to teach courses we consider important, and yet don't pay them more. But I feel they shouldn't exaggerate. For full-time faculty, teaching is only one-third of our duties. We also have to do scholarly research and administration, both of which take a tremendous amount of time. Part-time teachers do nothing but teach. If you multiply a part-time teacher's salary by three you get approximately the base salary of a lecturer.

"\$2,200 or more per course is not so bad if you figure it out per classroom hour. It comes to about \$70 per hour. And generally, part-time teachers do not have the training that full-time people do. You can't get a full-time job these days without a PhD. Most part-timers have only M.A.s or less."

Other universities

But what about the situation elsewhere?

Figures collected by the Canadian Association of University Teachers (CAUT) show that there is a general trend in all Canadian universities to hire increasing numbers of people on a contract basis.

At two other universities -

the Université du Québec à Montréal (UQAM) and York - where the number of part-timers is comparable to Concordia, part-time professors are unionized. At UQAM, part-timers do more than 50% of undergraduate teaching; they are paid \$2,934.44 plus 8% holiday pay for the equivalent of a 3-credit course.

At Toronto's York University, where part-timers are responsible for 31% of contract teaching hours, they are paid \$6,500 for a full-year course, or \$3,250 for a half-year course. They also enjoy limited sick leave and maternity benefits. The basic pay for a 3-credit course at Concordia is \$2,200 plus 4% holiday pay.

Recommendations about salary and working conditions for part-time teachers were contained in two recent Canadian studies: the Wallace Commission of Inquiry into Part-time Work in Canada, and the "Recommendations Concerning Part-time Instructors," published in 1979 by CAUT. The Wallace Report urged that part-time workers be paid the same hourly wages as full-time workers and that they receive the same fringe benefits, applied on a pro-rated basis. The CAUT Recommendations stated that "part-time... staff members responsible for the equivalent of two or more full-year courses... should be treated as full-time academic staff..."

The document recommends that part-timers be given equitable pay, fringe benefits, opportunities for promotion, input into courses and programs, opportunities for research, and the right to tenure.

Unionization has been a measure considered by part-timers at Concordia to achieve what they want, says Rosemary Miller. "We have

to have a leader. We have to have a union." But an attempt to establish a union of part-time teachers in 1979-81 ended in failure.

The Concordia Association of Part-Time Teachers (CAPT) was founded in the fall of 1979. Like its counterpart union at UQAM, CAPT affiliated with the Confédération point system for determining experience, for example. Administering such an agreement would be very expensive."

Budgets tight

All the University can promise, says Whyte, is "to con-

By Susan Gray

For the first time in its history, Concordia is holding a summer school in chartered accountancy. The school began August 12 and ends tomorrow. Prof. Robert Long, who is in charge of the program, says the summer school is of primary importance to Concordia because it allows the University to have total control over its accountancy program. Prior to this year, Concordia had been sending its students to the McGill University summer school, which has been in existence for more than 20 years.

The Concordia faculty had always felt frustrated that they had no input into the planning of McGill's program, which is governed by McGill's Department of Continuing Education.

Long, who started teaching at Concordia in 1984, hired top-notch professors from across the country for Concordia's program. But he isn't leaving anything to chance; all students must make daily

presented by authors from 19 countries. Those participating from Concordia include Prof. C.Y. Suen, who is the International Advisor and organizer for papers on Man-Machine Interface; J.F. Hayes, Chairman of Electrical Engineering, organizer for papers on Local Area Networks; S.D. Morgera, organizer for papers on Decision Making; and Gary Boyd, Assistant Director, Research and Development, Audio Visual Department, organizer for Machine and Networks. Renato de Mori is also organizer for papers on Artificial Intelligence.

Professors presenting papers from Concordia include C.Y. Suen, A. Panout-

sopoulos, M.O. Ahmad, D.V. Poornaiah, N. Nagamuthu, G.M. Boyd, W.M. Jaworski, R.V. Patel, S.E. Thompson, Y. Stepanenko, H.T. Lau, S. Shved, T.S. Sankar, V.I. Fabrikant, A. Elhakeem, Salvatore Morgera, Gordon Pask and Jesus Vasquez-Abad.

The event will be Canada's first international conference on computer-aided technology. It is organized by the Institute of Electrical and Electronics Engineers (IEEE) and the IEEE Computer Society.

Organizers are from the academic and business communities.

tinue studying the situation, to alleviate problems as much as we can. We are looking at the question of salary scale. But the budgets are very tight."

Some part-time teachers are trying to set guidelines and policies within their own departments. Part-timers at the TESL Centre, for instance, are working on a policy manual that will codify their rights and privileges; they have also established a seniority list for hiring. Similar attempts to set guidelines are being made by part-time teachers in the Departments of Painting and Drawing, Art Education and Art Therapy.

But in the long run, says

Susan Murray, "It's hopeless, unless the administration does something. The only answer is if the Rector appointed a commission in charge of part-timers, in which part-timers had a voice. But he won't do it. It would cost the University more money and administrators and full-time faculty would be hotly against it."

In response to the idea of establishing a commission of inquiry, Whyte comments, "There would be no point in raising expectations the University could not meet. All our efforts should go first into improving the financial position of the University."

1st accountancy school held

evaluations of the teachers' performances.

The school is an intensive six-day-a-week course at the west end campus, allowing the 45 students only three or four evenings a week for homework. It is geared for the Uniform Final Examination (UFE) which all accountancy students in Canada must pass to be certified. All must do part of their program at summer school. In every province except Québec, however, the courses are given by each province's own professional institute of chartered accountants.

The courses at Concordia range from taxation, foreign currency and intercorporate investment to computer auditing. Long says that in the past few years the U.F.E. failure rate has risen considerably because of the increased complexity of the accounting profession. Not only must accountants now be adept in accounting, they must also be well-versed in business, economics, marketing,

management and computers.

"Our ambition was to make the best summer school of chartered accountancy available in Canada, even in our first year." Long's ambitions have not exactly been achieved this year. Concordia's registration for the summer school was 45 out of a projected 60.

Although Concordia's Accountancy Department had a fairly high U.F.E. success rate several years ago, this has since declined. In the past year, however, the accountancy program has been radically changed. Teaching materials have all been rewritten and many staff members have changed. The third element crucial to creating a strong department is the student body, Long says. He is pleased that the department has attracted its own top five graduating B. Com. Accountancy Major students as well as Bishop's University's two best students to enter the graduate C.A. diploma program next year.

Focus on computer technology

CUNASA UPDATE

(The following column has been prepared by CUNASA and will appear in every second edition of The Thursday Report).

The Concordia non-Academic Staff Association, better known as CUNASA, is an organization that represents Concordia non-academic employees and is staffed entirely by volunteers. Bill Raso, (president), Garry Milton (vice-president, liaison), Maureen Stacey (secretary) and Joe Simonetta (treasurer), all members of the Executive Committee, have returned for a second term of office. Newly-appointed to the position of vice-president is former S classification rep. Angela Wilson. Each employment classification (O, T, S and AS) is represented by Classification Council Representatives, who are either elected or appointed. Two members of each Classification Council along with the entire Executive Committee make up the Administrative Council, which is truly the heart and soul of the association.

The S classification stands for secretary; O for office workers; AS for administrative support; and T for technical staff.

The membership of the Association is still growing and has now reached 520 members. CUNASA deals with the administration on behalf of all staff in the negotiations for salary increases, merit increases, increased benefits packages and individual grievance procedures. When staff representation is involved on the various university committees, CUNASA becomes involved in the search and selection of the best candidate for the position. Developments within the Concordia community that affect staff are reported in the association's newsletter, *The CUNASA REPORT*. Although it strives to keep all CUNASA members informed, *The Report* has not yet reached its full potential. Letters to the Editor are always welcome and although they must be signed so that author(s) and facts may be verified, the letters can be printed with the author's name held on request.

The goals CUNASA has set for the upcoming year are modest yet realistic. At this moment negotiations are taking place aimed at improving the parental leave and bereavement leave packages, as well as for determining a sick leave policy and an educational leave policy. CUNASA will renew its efforts in seeking improvements in staff retirement packages as well as seeking representation on the Board of Governors that is now long overdue.

The Thursday Report is continuing the Faculty Footnotes column, which began last winter. Please send news in writing — preferably typed double-spaced — from your department or program to meet the next deadline. We are interested in faculty activities in areas such as research, publishing and conferences as well as upcoming special events, new staff members and new courses. The deadline is Oct. 10 for the next Faculty Footnotes column, which will run Oct. 17. Send your news to The Thursday Report, BC-213.

Enough copies?

Distribution of *The Thursday Report* has been reviewed during the summer. New distribution boxes have been added in the Faculty of Commerce and Administration (GM 501-2) and in the Bourget Building. If your department is not receiving enough copies of *The Thursday Report* or if it is not receiving them within 24 hours of publication, let us know by calling 4882.

Phones

(Continued from page 9)

trex 111 system, has generally gone smoothly, reports Frances Weller, Group member of Telesis. Ninety-five per cent of repairs have been carried out, and the original plan drawn up for Concordia has stayed mostly intact. Until August 16, changes to the system were carried out free of charge by Bell.

Many problems turned out to be based more on a lack of understanding by users than actual mechanical problems,

adds Weller. For instance, the "Ring again" feature only works if the party whose line is busy is actually talking with another person, and doesn't simply have the phone off the receiver.

Weller stresses that the Watts line does not mean free long distance calls. Instead, long distance rates are lower than usual. The cost is charged to the specific number from which the call was made — whether by direct dialing or Watts line dialing.

What does Weller suggest to the person still having trouble with the new system? "Call us at the Help line — 4357. We'd

be more than happy to sit down with anyone."

She explained that 280 coordinators from Concordia were trained to use the system and help others in their departments. Furthermore, the two training centres, located at both campuses, are still open. "We're available here and we'd like people to have a good knowledge of the system."

Then too there is always the internal phone directory, which has easy-to-follow, well-illustrated, step-by-step procedures for each feature.

Now let me see — how do I put this person on hold...

Staff program underway

Initial reaction to the Performance Management Program has been mixed, explains the manager of one department that has gone through step one. The program, already begun in seven non-academic departments, has employees and supervisors setting down job goals and ways of evaluating work, in the first of five steps.

"Finally I have a chance to tell my boss what I do," is how some employees react. Others are annoyed at having to fill out what seems to be just another bureaucratic form. Still others feel threatened, expecting to face criticism.

The program was designed over several years, the final drafting being done by a committee consisting of equal representatives from the Human Resources Department and the Concordia University Non-Academic Staff Association (CUNASA). Implementation by the Human Resources Department began in the spring, when supervisors were trained to use the program.

"It's an uncomfortable pro-

cess for many people, but after they sweat through writing it out with their supervisor, they invariably feel it was worthwhile. As people become more involved in the process, they recognize it as a useful tool in helping to keep on top of the job. The employees certainly take satisfaction from analyzing the jobs and going through the trouble of putting it on paper. They also begin to feel comfortable that future discussions will be based on something concrete," explains the manager whose department set up the program.

Setting job standards and evaluation, however, is not always easy, the manager continues. How does one know if the job is being done effectively? If there are no complaints, does that mean it's being done well? The more precise one can be about standards, the easier it will be to review performance down the line.

Jobs too are usually variable, evolving on a day-to-day basis. However, the setting of standards does not necessarily have to be a one-shot deal. The standards can be changed on an on-going

basis as both employee and supervisor agree, the manager adds.

The next four steps of the program involve monitoring, reviewing, developing and recording job performance over a year; each step is repeated during succeeding years.

So far the program has started in the following departments: Ancillary Services, Human Resources, Institutional Research, Security, Treasury, Audio-Visual, and Supplies and Services. By December the Human Resources Department expects all non-academic departments will have been covered. Academic departments will begin in January.

B.V.

Next Edition

The next edition of *The Thursday Report* will appear on Sept. 12. Publication then will continue weekly until the Christmas break.

Faculty

(Continued from page 9)

Secretary of the downtown campus office. Shlosser is an Assistant Professor from the History Department.

Included in the new structure are Kathleen O'Connell as Assistant to the Dean; Linda Bonin, Secretary to the Dean; and Lise Villemure, Receptionist. Handling budgets will be Irvin Dudeck as Budget Manager, along with Therese Fortin as full-time Budget Assistant and Maureen Doheny as part-time Budget Assistant. Mona Osborne is working part-time as the Secretary to the Faculty Council.

The support staff in the new Faculty consists of employees from the former faculty structure.

The seven units that previously reported to the Provost no longer report to one administrator. Instead, they report to all Vice-Deans in the same manner as departments in the Faculty. For instance, if the Liberal Arts College has a problem of space, it would be in contact with the Vice-Dean in charge of space allocation. The seven units are the Centre for Mature Students, Institute for Co-operative Education, Liberal Arts College, Lonergan University College, School of Community and Public Affairs, Science Col-

lege and Simone de Beauvoir Institute.

The new structure was put in place with the help of the Transition Committee formed last spring by the Council of the Faculty of Arts and Science. Bertrand reports that the committee fully agrees that the faculty's divisional structure be ended. The committee's mandate ends in October.

Bertrand's responsibilities include being Chairman of the Faculty Council. He reports that in the upcoming academic year Council will look at possible changes to its role. The first meeting is set for Sept. 13.

The Faculty's new central home is on the third floor of the Administration Building, west end campus. However, a small Arts and Science office will be maintained downtown in the Henry Hall building on the fourth floor. Staffing the Hall building office will be Matthew Santateresa, Academic Advisor, and Secretary, Angela Alleyne. Dean Bertrand will have an office there as well as at the west end campus. The Vice-Deans will share one office downtown, as well as having their own at Loyola. All new offices are expected to be ready early in September. Bertrand adds that the space formerly used in the Hall Building by the Faculty has been converted to classrooms.

THE BACK PAGE

Thursday 29

CONCORDIA ART GALLERY: Display Case Exhibit - Shelley Reeves: Relics, until Saturday. On the mezzanine, Hall Bldg.

CONCORDIA ART GALLERY: Selections from the Concordia Collection of Art, until Sept. 14. On the mezzanine, Hall Bldg.

Friday 30

CONCORDIA ELECTRO-ACOUSTIC COMPOSERS' GROUP (C.E.C.G.): Starting around 1 p.m., the concert which will include works for tape, tape and live performers, and live electro-acoustic compositions, will be held outdoors in the shade of the trees in the grove behind the Drummond Science Bldg. Admission is free. (In case of bad weather, a slightly abbreviated concert will be presented in AD-131 of the main university building at Loyola.) For more information, call 848-4705 or 848-4709.

Saturday 31

CONCORDIA ELECTRO-ACOUSTIC COMPOSERS' GROUP (C.E.C.G.): Starting around 1 p.m. the concert which will include works for tape, tape and live performers, and live electro-acoustic compositions, will be held outdoors in the shade of the trees in the grove behind the

Drummond Science Bldg., and fresh free corn will be provided. Admission (and the corn) is free. (In case of bad weather, a slightly abbreviated concert will be presented in AD-131 of the main university building at Loyola.) For more information, call 848-4705 or 848-4709.

Sunday, Sept. 1

CONCORDIA ELECTRO-ACOUSTIC COMPOSERS' GROUP (C.E.C.G.): Starting around 1 p.m., the concert which

will include works for tape, tape and live performers, and live electro-acoustic compositions, will be held outdoors in the shade of the trees in the grove behind the Drummond Science Bldg., and fresh free corn will be provided. Admission (and the corn) is free. (In case of bad weather, a slightly abbreviated concert will be presented in AD-131 of the main university building at Loyola.) For more information, call 848-4705 or 848-4709.

Monday 2

LABOUR DAY - UNIVERSITY CLOSED.

Thursday 5

CLASSES BEGIN - DAY AND EVENING REGULAR SESSION.

Friday 13

FINE ARTS FACULTY COUNCIL: Meeting at 9:30 a.m. in

VA-245, 1395 Dorchester Blvd. W.

ARTS & SCIENCE FACULTY COUNCIL: Meeting at 1:30 p.m. in AD-131, Loyola campus.

NOTICES

COURSES AND REGISTRATION: Late registration has been going on in each faculty for all students since mid-August. Classes begin throughout the University next week. Each student's contract contains the days and hours of their classes along with the room number. To check for any room changes, students should consult the Room Allocation Information Sheet, which will be available in all major university buildings as of Sept. 3. Students have until Sept. 17 to obtain the full rebate of tuition fees paid minus 6%. Any later withdrawals are subject to the scale of refunds listed in item H of the first pages of the 1985-86 class schedule. For information on course changes, the start of classes, appointment

card regulations, course withdrawal deadlines, and hours of operation and locations of the Registrar's Services Department, consult the first pages of the 1985-86 class schedule.

ALL UNDERGRADUATES AND INDEPENDENT STUDENTS WILL BE ABLE TO LATE REGISTER AND COURSE CHANGE SEPTEMBER 9, 11, 12, 13, 16, 17. Appointment cards available Sept. 3-17 at the Registrar's Services Department, Registrar's Services, CC-214, Loyola campus; N-107, SGW campus; Mon.-Thurs., 9 a.m.-6:30 p.m.; Fri., 9 a.m.-4 p.m.

IMMIGRATION ON CAMPUS for all returning full-time students whose visas expire on Sept. 3 and after. Canada and Quebec Immigration officials will be on campus beginning Tuesday, Sept. 3 to Friday, Sept. 13, from 8:30 a.m.-11:45 a.m. and from 1 p.m.-4 p.m. in room 651 of the Hall Bldg. THIS SERVICE IS NOT FOR PART-TIME, INDEPENDENT OR CONTINUING EDUCATION students or those on Minister's permit. Just sign up on the day of your choosing in room H-651. This is on a first come, first served basis. For information, call 848-3514, 3515, the International Student Office.

AUDITION: The conductor of the Concordia Orchestra, Sherman Friedland, will hold auditions for all instruments of the 1985/86 season on August 31 and September 7 from 9:30 a.m. until 12:30 p.m. or by special appointment. For audition appointment and further information call Personnel Manager Irving Mandel at 486-5894. All regular rehearsals are held on Monday evenings at the Loyola Chapel at 7:45 p.m. The first rehearsal will be held on Monday, September 9. This year the Benson & Hedges Company will provide a number of scholarships to full-time music students. For

further information call 848-4713.

GRADUATE STUDIES: 1. Why not plan ahead? If you intend to pursue full-time graduate studies next year, you may wish to obtain a copy of the booklet Guide to Awards for Graduate Study. It's available for 50¢ from the Graduate Awards Office (S-202 or S-205) at 2145 Mackay Street. For more information phone 848-3809. 2. Information on graduate scholarships for study abroad can be found in the binders on the 2nd floor of 2145 Mackay.

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Le PRIX EDMOND- de-NEVERS

L'Institut québécois de recherche sur la culture se soucie de la formation et de l'avenir des jeunes chercheurs. Le prix Edmond-de-Nevers est l'une des premières initiatives qu'il prend en ce sens.

Le prix est décerné annuellement à un étudiant du deuxième cycle ayant présenté dans une université du Québec une thèse de maîtrise portant sur la culture, quelle que soit la discipline concernée. Le prix comporte une médaille et la publication de la thèse par l'Institut.

1. Est admissible tout étudiant ayant présenté dans une université du Québec, entre le 1^{er} octobre 1984 et le 29 septembre 1985, une thèse de maîtrise portant sur la culture.
2. Le candidat devra faire parvenir à l'Institut une copie de sa thèse, accompagnée d'un résumé d'au plus deux pages et d'un document officiel attestant que la thèse a été agréée par un établissement universitaire avant le 30 septembre 1985.

3. Le choix sera fondé sur l'originalité, la cohérence de la démarche et, bien entendu, sur la qualité de la langue. Pour poser sa candidature, il suffit de faire parvenir les documents exigés, au plus tard le 11 octobre 1985, à l'adresse suivante:

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